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24 July 1967

MEMORANDUM FOR: Director of Personnel**THROUGH:** Acting Chief, Administrative Staff, O/DD/I**SUBJECT:** [REDACTED] I.O. Foreign Docs, GS-07

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1. [REDACTED] entered on duty with the Agency on 21 August 1966.

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2. There was some risk involved in recruiting her for an assignment involving foreign press exploitation at Headquarters since she stated during her recruitment period that she was interested in an overseas position and in work dealing directly in public contact. Nevertheless, applicants with even a modest competence in Scandinavian languages, which she had, are so rare that the risk was taken.

3. From the beginning, [REDACTED] has experienced difficulty in adjusting to the requirements of her assignment. She has given repeated and conclusive evidence of being temperamentally unsuited and insufficiently motivated for it; she herself acknowledges that she has reached this conclusion.

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4. She has been preoccupied with the desire for an overseas assignment and has made informal, self-initiated contacts with other Agency components, including the CT program staff, with a view to effecting a change of assignment, all without results.

5. In April 1967, she had a follow-up interview in the Office of Personnel, and in line with her desire for reassignment, underwent the professional employees test battery. A few weeks later, she had a special interview with [REDACTED], at which time she was informed that, according to the evaluated results of the tests, she is not research-oriented, nor does she qualify for the CT program.

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6. [REDACTED] performance in her current assignment and her potential have been carefully evaluated by her supervisors, and despite close guidance, counseling, and work review throughout this period, she appears unsuited to continued assignment in FRI3 for the following reasons:

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- a. Writing ability is essential in FBIS professional positions and [] has serious weaknesses in English vocabulary, grammar, and syntax.
 - b. Her translation work in Norwegian, the language for which she was hired, remains poor in quality and, in view of her weaknesses in the grammar and syntax of the language, is unlikely to improve in the foreseeable future.
 - c. She continues to be motivated toward an active, overseas assignment, rather than one involving documentary research.
7. It is therefore requested that [] be removed from her FBIS position and the IM Career Service.

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Acting Director
Foreign Broadcast Information Service

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